



INSTITUTE FOR SUSTAINABLE
DIVERSITY & INCLUSION

2017 Year in Review

Institute for Sustainable Diversity & Inclusion and the NW Diversity Learning Series



*Seizing the Courage to Have Disruptive Conversations
- Imperative for Inclusion!*

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Enhancing and improving the relationships among diverse employees is the stuff of cultural transformation and organizational change!



The Institute for Sustainable Diversity and Inclusion and its leaders, staff and organizational sponsors embarked on a ground-breaking initiative in 2017: The NW Diversity Learning Series took on some of the most challenging diversity tensions bubbling over in our society and our workplaces—helping employees and managers have courageous, respectful and productive conversations about differences.



Using the Fierce conversation model unpacked in our initial session in January, 2017, we provided participants with a framework for engaging in these difficult and often uncomfortable discussions. We believe having such conversations can lead to increased employee engagement, productivity, retention, cross-identity understanding, and psychological safety.



Our sessions were aimed at addressing identity-based differences such as gender bias, white male privilege, transgender identity, generational differences and racial inequality. Session leaders brought information about these issues, their personal experiences and strategies for overcoming these challenges.

Barbara and Effenus would like to thank all our sponsors, subscribers, session presenters, staff, volunteers and other interested parties in making 2017 a watershed year for ISDI.



Effenus:

“As a co-founder of ISDI, I think we have learned a great deal this year. We continue to see the need for greater skill development around Diversity & Inclusion, and the Series is a great place to offer that development. We have to continually understand the next generation of leaders and employees, and their needs regarding Diversity, Equity & Inclusion. If we can offer learning opportunities that are leading edge and reflect often undiscussed challenges in the workplace, we think the next generation will engage.”

Barbara:

“As a co-founder of ISDI and one of the original co-founders of the NW Diversity Learning Series, I see the Series as a fantastic laboratory for having difficult conversations about differences and similarities, and creating inclusive environments for these to arise and thrive. In my view, employees and managers are hungry to talk about the tensions inherent in diversity and inclusion. They just want a safe space to do it, the skills and tools to do it effectively, and the support of their organizations. If we are willing to explore these conversations, all kinds of opportunities could open!”



We remind you of this quote from Susan Scott in her book, *Fierce Conversations*:

“Yes, the conversation is the relationship. One conversation at a time, you are building, destroying, or flatlining your relationships”



2017 – By the Numbers!

Attendance and Knowledge Scores

Follow-up Resources: After each session, we post resources on our website to promote additional learning. To access these resources, go to www.i4sdi.org and click on the Resources tab.

Diversity often goes hand in hand with tension. The challenge in the workplace is how to manage those tensions so that people feel included, engaged and committed to the organization's mission and goals. The 2017 Series was built on the idea that one of the best ways to manage and navigate the tensions of diversity and dilemmas of inclusion is to talk about them – to have the courage to have fierce, uncomfortable conversations about differences – to disrupt the status quo. If we want employees to behave in ways that are inclusive, civil, and respectful of each other's humanity, we must encourage them to step out of their comfort zones and abandon "NW Nice." They must gain comfort in taking risks and engaging in dialogue. To do this, people need skill, tools, guides and practice to help them navigate the conversational terrain and that is exactly what the 2017 Series provided.

The 2017 theme, Seizing the Courage to Have Disruptive Conversations – Imperative for Inclusion!, and each of the session topics were identified through a dialogue with the Series' sponsor organizations.



Session 3

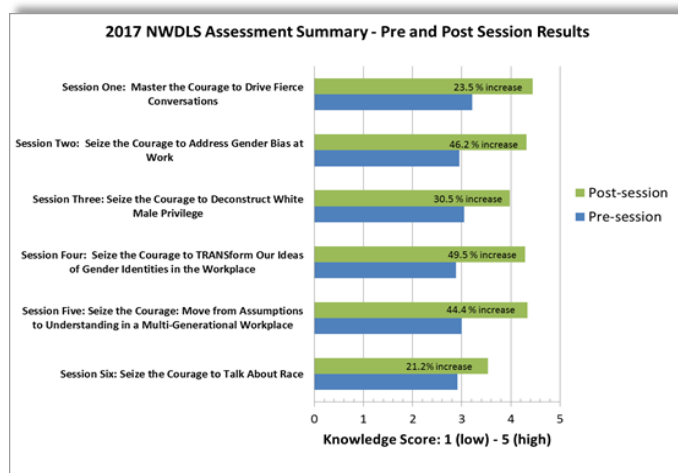


Figure 1



Session 4

Learning approach for these sessions:

The first session of the 2017 Series laid the foundation for the remaining five sessions, exploring the role of direct and authentic conversations and a clear process for having them. Each of the remaining five sessions focused on a diversity topic relevant to the workplace and featured important background information for participants to engage in fierce conversations about it.

Measuring the effectiveness of sessions:

We used a Kirkpatrick Level 2 training measurement model in which participants complete a pre and post session self-knowledge assessment at each of the six Series sessions. The data we collected was tabulated and the results are displayed in Figure 1. The highest increase in knowledge gained this year was 49.5% for Session 4 on transgender identities presented by Jeremiah Allen and Gunner Scott.

Attendance:

The overall attendance in 2017 averaged 92 attendees per session with the highest total attendance observed at Session 6 in October when 116 people attended the session presented by Mary-Frances Winters (Figure 2).

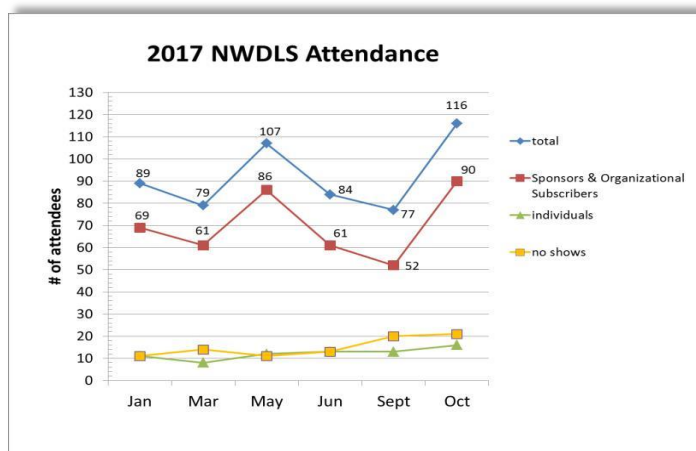


Figure 2

2017 - A Comparison to 2016

Attendance and Knowledge Scores

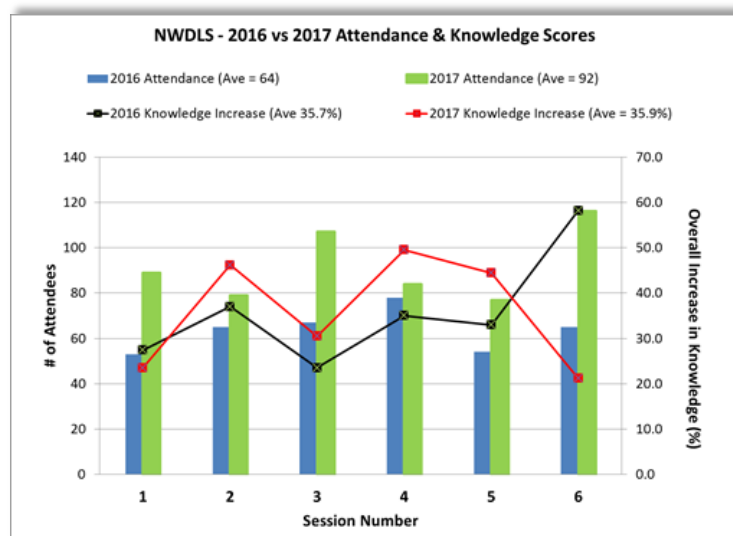


Figure 3

We compared averages of both attendance and knowledge scores from 2017 to 2016 and the results are shown in Figure 3. The blue and green bars represent the attendance data for 2016 and 2017 respectively and the black and red lines represent the knowledge scores for 2016 and 2017 respectfully.

We are very pleased that the overall attendance in 2017 increased 44% from an average of 64 attendees to 92 attendees per session compared to 2016. The combined total number of attendees in 2017 was 552 which was an increase of 45% from 2016!

The average increase in self-knowledge remained essentially the same between last year and this year with only a slight increase from 35.7% in 2016 to 35.9% in 2017.

With the increase in the total number of attendees this year we also saw a 38% increase in the number of participants who attended only one of the six sessions (Figure 4). Just as we observed last year, this data aligns with how our sponsors use the Series. They provide the opportunity for employees and managers within their organizations to sign up and attend a session of specific interest to them. These employees return to their workplace and share their learnings and insights with their co-workers. We imagine that this year there were many uncomfortable, courageous, fierce conversations that helped people feel included, engaged and committed to the organization's mission and goals.



Session 2



Session 1



Effenus & Barbara

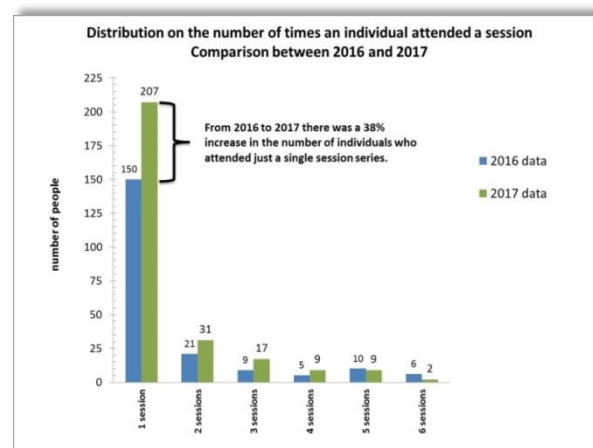


Figure 4

“Our work, our relationships, and our lives succeed or fail one conversation at a time.”

— Susan Scott, *Fierce Conversations: Achieving Success at Work and in Life One Conversation at a Time*

Session 1: January 17, 2017

Master the Courage to Drive Fierce Conversations

Session Description:

Do you have the Courage to be honest in your relationships? Will you show up for fierce conversations? Consider this: Courage is a noun that shows up as a verb!

This first session set the stage for the entire 2017 NW Diversity Learning Series: Seizing the Courage to Have Disruptive Conversations— Imperative for Inclusion!

At a time when public and private discourse has become increasingly divisive, it takes significant courage to respectfully and honestly express our views and appreciate those of others. In this session, we explored the role that direct and authentic conversations have in our ability to engage with others in ways that enrich relationships and achieve personal and business results. Incorporating a clear process for having fierce conversations is paramount to long-term success. Participants discussed specific barriers to clarity and understanding, and practiced engaging in conversations that drew out multiple perspectives across teams to create inclusive environments.

The start of the 2017 Series laid the groundwork for gaining the skills to seize the courage to have disruptive conversations. This groundwork was vital as we tackled the remaining topics throughout the year. This session was not just about any kind of conversation! Participants learned how to have a “Fierce Conversation” that was defined as “one in which we come out from behind ourselves, into the conversation, and make it real.”

Fierce Conversations are based on four objectives, three ideas and seven principles. Participants exhibited great curiosity leading to an interactive dialogue to understand these concepts. Clark skillfully guided participants, sharing his work life stories as illustrations to drive home the concepts necessary to have meaningful, real conversations.

Participants practiced conversations by using the “Beach Ball Model”. The model is used when you have a high stakes decision to make, a strategy to design, an opportunity to evaluate, or a problem to solve. The Beach Ball Preparation Form (BBPF) was a powerful take-a-way tool providing a concise checklist to prepare for these difficult team conversations. The form encourages you to identify the issue, its significance, what your ideal outcome would be, and exactly what help you would want from the group.

To learn more check out the following resource:

[Continued Learning Opportunities](#)



Presenter: Clark Witten

Learning Objectives:

- Understand the impact the context has on conversations, their relationships and the results they can achieve
- Enrich relationships by remaining curious, interrogating reality and tackling tough conversations
- Deepen understanding of, and appreciation for differing, often competing views of reality
- Engage teams in decision making through tools that include all perspectives and create inclusive environments across teams

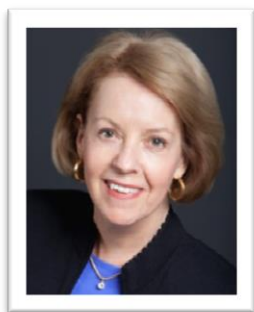
7 Principles:

- Master the Courage to Interrogate Reality®
- Come out from Behind Yourself, into the Conversation and Make it Real.®
- Be Here, Be Prepared to be Nowhere Else.®
- Tackle the Toughest Challenge Today.®
- Obey your Instincts®
- Take Responsibility for your Emotional Wake.®
- Let Silence do the Heavy Lifting.®



Session 2: March 7, 2017

Seize the Courage to Address Gender Bias at Work

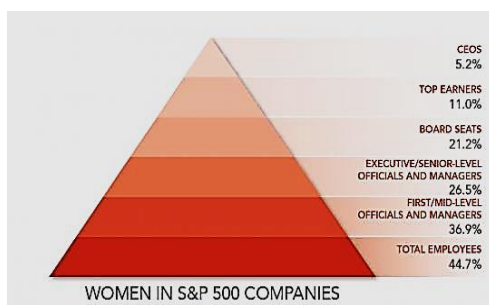


Presenter: Caroline Turner

Learning Objectives:

- Be more knowledgeable about the current state of women in companies and organizations
- Understand the value and qualities of both masculine and feminine styles
- Recognize situations when gender bias is occurring and what can be done to interrupt it
- Increase comfort with conversations about gender bias and masculine and feminine styles

Did you know that women make up only 5.2% of CEO's in the S&P 500? (Catalyst Pyramid: Women in S&P 500 Companies, August 22, 2017)



Session Description:

Does your organization have gender diversity at the top? Research shows measurably better results for organizations that do. Unconscious gender bias won't get you there! Do you feel that you and your co-workers value and use feminine as well as masculine approaches? Unconscious gender bias may be limiting your options!

Experts say the old predominantly masculine style of leadership is no longer effective with today's workforce – younger, more female and more culturally diverse. With a balance of both masculine and feminine approaches, men and women gain a larger, more effective tool kit. Understanding both enables us to see how unconscious gender bias creates barriers for women – and pushes us to redefine leadership. Understanding unconscious bias can be the first step in avoiding and removing obstacles for women reaching their potential. In this session, participants learned how leveraging both masculine and feminine strengths can make a difference – in your personal effectiveness, the engagement of your teams, and for your organization's bottom line. Participants had the opportunity to engage both men and women in conversation about how gender bias looks and feels in the workplace and share ideas for confronting and reducing it.

In this session, Caroline introduced participants to "Max" and "Fran". Max represents the masculine approaches and Fran the feminine approaches of how we talk, make decisions, handle conflict, motivate others, view relationships, use humor and even how we try to influence others.

With an understanding of the masculine-feminine continuum model, participants practiced Fierce conversations using both Fran and Max styles during small group activities. As a result, they gained understanding of the importance and value of including and respecting BOTH masculine and feminine genders in the workplace. They learned how to switch between Max and Fran styles and when it is important to do so as work situations change and conversations require utilization of different approaches to fully support team and organizational success. In other words, participants learned how to be "Frax-wise"!

★★★★★★★★★★

"Caroline was excellent! Well laid out, great balance of experiential and lecture!"

★★★★★★★★★★

Want to learn more? Here are three articles Caroline shared:

[The Comfort Principle](#)
[The Double Bind](#)
[Unconscious Images](#)

These and additional session resources can be found on the [ISDI website!](#)
www.i4sdi.org

Session 3: May 9, 2017

Seize the Courage to Deconstruct White Male Privilege



Presenters:
Quaylan Allen & Mark Maier (L to R)

Session Description:

What comes to mind when you hear the words White Privilege? Do you ever talk about “White Male Privilege” in the workplace? In this highly interactive session, Dr. Allen and Dr. Maier engaged participants in a dialogue on what exactly we mean when we speak of “White Male Privilege,” and examined the consequences of such privilege for men and women of all races and ethnicities including White men. The same structures that privilege White men in some ways also create unexamined liabilities for them in others, in particular where effective leadership is concerned. To be clear: Deconstructing White Male Privilege did not mean deconstructing White men! The session concluded with exploring strategies for confronting and deconstructing White Male Privilege to the benefit of all organizational participants by blending social justice/social equity perspectives (“doing what’s right”) with a self-interest point of view (“what’s in it for me/WIIFM”).

Learning Objectives:

- Recognize what White Male Privilege is, and how it can be invisible in everyday life to those who have it
- Distinguish White Male Privilege from the experiences of those who do not have it
- Identify how everyday organizational practices are “gendered” in the form of Corporate masculinity (reflecting white male privilege)
- Explain the stake white men have in challenging a system that (ostensibly and actually) favors and benefits them
- Begin identifying action strategies – personal and collective – to challenge White Male Privilege for the benefit of everyone (including white men)

Working together as a team for the first time, Mark and Quaylan aptly guided participants from the beginning of the session to the end through this highly charged topic area. It began with an icebreaker on the dimensions of privilege ([The Diversity Wheel](#) by Loden Associates, Inc.) and a self-assessment of 22 identity categories that revealed the invisible nature of privilege. The exercise allowed participants time for reflections on privilege and a basis for introductions to colleagues at the session.

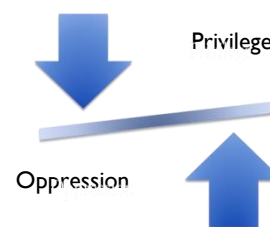
Mark and Quaylan shared their insights and personal stories to emphasize examples of privilege and engaged participants in a variety of activities that were very illuminating toward understanding the depth of invisibility of privilege. Two of participant’s favorites were the [folding hands activity](#) and the [rubber bands activity](#). The folding hands activity demonstrated, step by step, how to move through the learning framework to overcoming resistance to change from ignorance to awareness to awkwardness to skill to habit. The rubber band activity exposed the tension between the drivers of change and the inhibitors of change. It was an eye opener on how to close the gap from where you are to the desired future you seek.

The stories shared by the audience and the many discussions of privilege increased participants willingness to risk discomfort in order to address white male privilege in the workplace.

Learn more:

[Selected Resources](#)

[Article:](#) Invisible Privilege: What White Men Don’t See, by Mark Maier



“Having invisible privilege is like getting to use a “people mover” while others just walk.”



Session 4: June 20, 2017

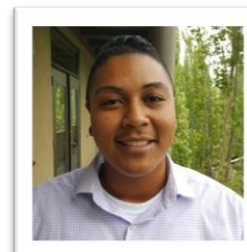
Seize the Courage to TRANSform Our Ideas of Gender Identities in the Workplace

Session Description:

“Nearly nine-in-ten U.S. adults (87%) say they know someone who is gay or lesbian. Far fewer (30%) say they know someone who is transgender.” ([Pew Research Center](#)) Transgender individuals face a mountain of prejudice and discrimination. In public discourse, we’ve heard a great deal of confusion about who transgender and gender diverse people are. This session focused on increasing participants’ knowledge about the experience of transgender individuals in the workplace and society. We explored pertinent terminology regarding transgender and gender diverse identities, as well as which questions are appropriate to ask and which are not. We addressed the biases often experienced by this group, empowering all of us to interrupt them. We examined what it means for transgender and other gender identities to bring their whole selves to work, and what equitable and respectful treatment looks like. Finally, we practiced conversations with transgender colleagues and all colleagues so that we became stronger allies for promoting inclusive workplaces.



Presenter: Gunner Scott



Presenter: Jeremiah Allen

Learning Objectives:

- Understand what is meant by the words: gender identity, gender expression, transgender, and transphobia
- Be more knowledgeable about the issues transgender people face in the workplace and in society
- Recognize situations when transphobia is occurring and what can be done to interrupt it
- Be more knowledgeable on what can be done to make the work environment more inclusive for transgender people and for people undergoing gender transition
- Have confidence in engaging in conversations with transgender co-workers and co-workers overall in promoting an inclusive workplace

When was the first time you remember being told you couldn’t or shouldn’t do something because of your gender? What was that experience like for you? Participants journaled their answers to these two questions to gain insight into understanding the gender spectrum. Jeremiah and Gunner introduced the “Genderbread Person” to educate attendees on the difference in a person’s sex, gender identity and gender expression and how it may vary. They explained useful terminology for transgender, cisgender, gender diverse/non-binary and genderqueer and terminology for understanding the process of transitioning.

Clear definitions laid a solid foundation for open and candid conversations with a transgender panel, who shared their personal stories and experiences of prejudice and discrimination. Participants learned norms of how to be a Trans-Ally such as, it is not appropriate to “dead-name” a transgender person by asking “what was your name before you transitioned?” Also inappropriate is “Outing” someone as Transgender. Knowing a

What is your preferred pronoun?

She/Her/Hers
He/Him/His
They/Them/Theirs

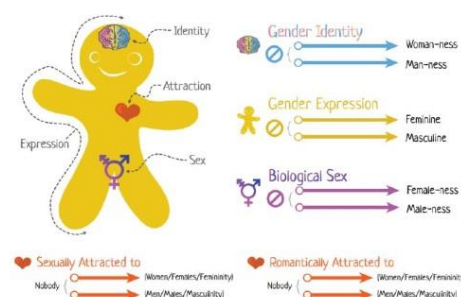
trans person’s status is personal information and up to them to share with others.

Participants loved the quality engagement that derived from the panel discussions. The attendees appreciated their courage and willingness to put themselves out there resulting in increased understanding about the challenges of transgender people in the workplace.

Here are resources provided after the session for continued learning:

[Transgender Terminology](#)
[The Impacts of Transphobia](#)
[Action Steps for Being a Trans Ally](#)

The Genderbread Person v3.2 by @pronouns



Session 5: September 19, 2017

Seize the Courage: Move from Assumptions to Understanding in a Multi-Generational Workplace

Session Description:

New dynamics are taking shape in the workplace as employees, managers and leaders represent at least three, sometimes four generations in organizations. Unsurprisingly, some of these new dynamics are creating challenges for all the generations resulting in barriers to understanding and to more effective working relationships. Attendees gained insight into how multiple generations in the workplace may impact individuals, teams, and business outcomes. Specifically, the workshop delved into assumptions, misunderstandings and a variety of power dynamics as a means to surface tensions often present in a generational mix, but rarely discussed. Using authentic cross-generational conversations and personal introspection, participants became equipped with skills and understanding to work more effectively with generational differences. Participants walked away ready to have intergenerational, courageous conversations that will make their organizations better, and more inclusive places to work.



Presenters: Keenan Barr, Joey McGuinness, Lisa Fain, Chuck Shelton (L to R)

Learning Objectives:

- Understand how organizational culture impacts generational differences in the workplace
- Recognize assumptions about generations in the workplace, including the assumptions each participant holds
- Understand the impact that those assumptions have upon intergenerational interactions and business outcomes
- Move beyond assumptions and identify the archetypal values and behaviors of each generation in the workplaces
- Start and hold conversations that bridge generational differences and improve work relationships

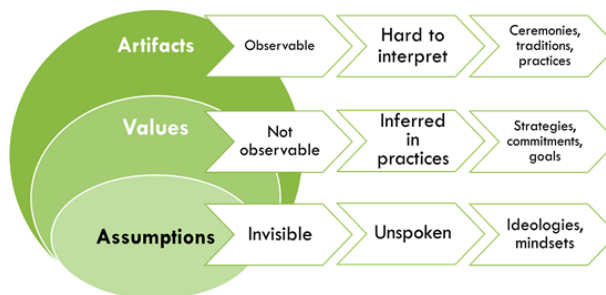
What are some of the generational assumptions that have been made about you that are not true? What assumptions have you made about other generations? How have these impacted you and your work relationships?

In this uniquely designed session, our multi-generational team of presenters facilitated conversations that surfaced some of the impacts of the answers to these questions. We learned that relying on assumptions may reduce communication, reduce inclusion of voices, create a context of disengagement and increase aggression. The session began with a fun game of “jeopardy” to aid understanding of the assumptions we each make about all generations. Participants then engaged

in a “Fish Bowl” activity by listening, asking and observing the dynamics of generational assumptions around work-life balance, technology and mentoring. A session highlight was the authentic, interactive dialogue between Chuck and Keenan regarding their two-year growth in communication as they each learned how to move beyond their generational assumptions they each had for the other.

Click [HERE](#) to continue your learning!

Schein's Model of Organizational Culture



“We need to remember across generations that there is as much to learn as there is to teach” – Gloria Steinem



Session 6: October 30, 2017

Seize the Courage to Talk About Race



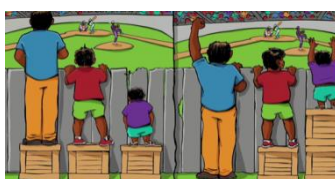
Presenter:
Mary-Frances Winters

Session Description:

We do not have productive conversations about race because many of us lack the skill and competency to do so effectively. Many of us have too little knowledge or understanding of the history and context of race and racial inequity in America. A prerequisite to effectively discussing race is a broad and deep understanding of its structure in America—socially, economically, in the workplace. This session will provide a glimpse of the complexities of race and racial inequities and how the lack of true understanding continues to perpetuate the status quo. Participants will have the opportunity to learn about and practice skills for having bold, inclusive conversations, and what steps we can take together to counter racial inequities, especially as they manifest in the workplace.

Learning Objectives:

- Better understand the complexities and context for racial inequities (social, economic, educational, political) in the United States
- Recognize how racial inequities manifest inside companies and organizations
- Implement skills and abilities to have bold, inclusive conversations about race
- Identify steps individuals and leaders can take to positively influence racial equity in the workplace



Equality

Equity

We discovered early on in this session that having conversations about race and racial inequity is hard. Why? Because as Mary-Frances says, many of us lack the skills and competencies to do so effectively—we have too little knowledge or understanding of the history and context of race and its inequities in this country.

A video in the session brought home this point. The CEO of AT&T, speaking to a gathering of Employee Resource Groups, admitted that he had discovered that he had no idea of what one of his best friends, an African American man, had to endure to just live and get along in their city. And so it is among the races, White people often do not know the history and context of the experience of Black people in our cities and neighborhoods. Too often, we live segregated lives with little opportunity or comfort to share our stories.

Mary-Frances gave us a “[Fact or Fiction](#)” quiz about the experience of people of color in our society, such as: the unemployment rate for African American men in Seattle in 2014 (23.5%). She invited us to note our feelings,

“When you have trouble accepting a statistic about a race different than yours, ask yourself why?”

How do we bridge across our differences to have bold, inclusive conversations about race? Mary-Frances provided the framework, the behaviors, the steps, and the opportunity to practice on three case studies. Everyone received a copy of her [Guide for Bold Inclusive Conversations](#) with the prerequisite three steps: 1) Focus on understanding your self and the “other”, 2) Assess your readiness asking yourself 16 questions, 3) Prepare and plan for the conversation—why, who, what, how, where, and when.

Two key takeaways:

- Seek to understand before being understood.
- To practice inclusion, you have to have knowledge of the “other”.

Learn more:

Article: [Engaging in Conversations about Gender, Race and Ethnicity in the Workplace](#)
[Continuing Learning Opportunities](#)

Why is understanding facts and background important when beginning to have these conversations?

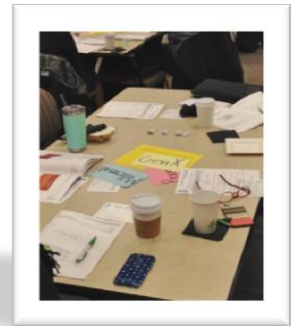


Participant's Experiences

"The learning series was very complete and made sure everyone kept on track and understood the multicultural differences. Handouts and food was very well received. Thank you"

"This was a great workshop! Presenters delivered the whole package in a digestible and actionable way."

"Well done! I enjoyed the program very much and feel motivated to do better!"



"This was a very important conversation. THANKS!"



"One of the best learning sessions I've had the privilege to attend."

"I like how the presenters fostered an environment that was safe where people felt encouraged to share their feelings/thoughts."



"Great facility, food, hand-outs, and speakers/facilitators! Thank you for hosting and being such an advocate for promoting awareness of diversity – and how we can make a difference."

**Thank You to our Organizational Sponsors and Subscribers.
The 2017 NWDLS was made possible with your support!!!**

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2018 Northwest Diversity Learning Series Theme

Inclusion Provocateur: Bridging the Human Divides

Twenty years into the NW Diversity Learning Series, we face a challenging question: How do those of us who promote diversity and inclusion respond to those who hold polar opposite views, who do not value what we have been advocating?

We believe the answer to this question requires us to take a different approach.

If we accept that, “an inclusive environment enables individuals and groups to feel safe, respected, engaged, motivated and valued for who they are, and for their contributions toward organizational and societal goals” [GDIB, 2017], then we must provide room for the variety of perspectives they bring.

These perspectives represent the tensions inherent in diversity work, and the dilemmas and paradoxes of inclusion.

In the 2018 Series, we will delve into these tensions, dilemmas and paradoxes in a new way. We will explore how we “think” about them, and the assumptions we make, using the lens of “polarity thinking”. We know that our society has become polarized about diversity and inclusion issues. We can’t ignore that polarized views have seeped into organizational life. So we have to embrace polarities, understand them, learn to work with them because the diversity of our society is only increasing, and the need for inclusive environments is more important than ever. So we take up the challenge: becoming an Inclusion Provocateur to Bridge the Human Divides!

To learn more about the 2018 NW Diversity Learning Series, our approach for each session, the topics and presenters please go to our website at www.i4sdi.org.

Session Logistics:

Time: 8:30 a.m. to 12:00 p.m. (continental breakfast served at 7:45 a.m.)

Location:

Nordstrom Flagship Store,
Seattle
1617 6th Avenue
5th Floor, J.W. Nordstrom
Meeting Room

2018 NWDLS - Session Dates & Topics:

Session 1: January 23

Polarities & Resistance: Creating an Inclusive and Sustainable Approach to Change

Session 2: March 14

Religious Dominance – Religious Pluralism: Understanding the Un-Discussed Polarity

Session 3: May 9

Power and Privilege: Addressing Loss, Striving for Equity

Session 4: June 19

Free Speech, Hate Speech, Political Correctness: Striving for Civility and Respect

Session 5: September 26

Us and Them: Navigating the Multicultural Divides

Session 6: November 14

Native Americans: Undoing the Last Acceptable Racism



20th Anniversary of the NWDLS!

"Celebrating Our History – Inventing the Future"

Save-the-Date!! Saturday, July 14, 2018

5:00 to 9:00 PM at the Northwest African American Museum

We are planning a 20th Anniversary Celebration for this historic milestone of the NW Diversity Learning Series. Mark your calendar and watch for announcements with event details.

History of the NW Diversity Learning Series

In 1997, the founders, Barbara Deane, Carlos Gil and Susan Funk, were dissatisfied with the quality and quantity of information made available at national diversity conferences. Also, it was not clear to them how companies were getting a good ROI on their national conference investment.

This team thought they could provide better diversity education at a local level. At the same time, they thought a local educational opportunity would be much more beneficial to the area's employers because more of their managers and employees, in addition to the diversity and HR leaders and specialists, could attend. In other words, the development of diversity competency could be expanded. And that's exactly what happened!

The first session of the NW Diversity Learning Series took place in July of 1998 in collaboration with a progressive group of employers in the Greater Seattle Area (also known as the Puget Sound Region). The Series was offered as six bi-monthly morning workshops over a year's time. The NW Series also spawned a professional development network for the area's diversity leaders as well as an annual diversity education session for executives.

Barbara Deane became the primary organizer and manager of the Series in 1999 and continued for 10 successful years. In 2009, The GilDeane Group, Inc. licensed the NW Diversity Learning Series to Bill Hertan of Tri-Partners, Inc., in preparation and planning for the 2009 NW Diversity Learning Series.

In 2012, Archbright took over the license until the fall of 2015 when it was transferred to Barbara Deane and Effenus Henderson, Co-Founders of the Institute for Sustainable Diversity and Inclusion.



Awards



Society For Diversity - 2017 Innovation & Inclusion Leadership Award, June 28, 2017

The Society for Diversity (SFD), the #1 global professional association for diversity and inclusion, acknowledges that the quality of equity work has evolved and improved over the years. Therefore, in 2017, SFD added "innovation" to the award to signify how collaboration, new strategies, and technology have changed equity, diversity and inclusion work. ISDI was honored to receive an award in the non-profit category.

Angela Winfield, Director of the Department of Inclusion and Workforce Diversity at Cornell University and Nikki McGruder, Regional Manager at Diversity Awareness Partnership, served as the Awards Committee co-chairs.

Winfield said, "The award recipients demonstrated clear, measurable and significant impact. In the diversity and inclusion space, it is easy to be lulled into thinking it is all about increasing awareness and how employees feel, which certainly is important, but it is at least equally important to get tangible results. By designing innovative approaches and programs aimed at making a measurable difference, we advance not only diversity and inclusion, but also our organizations. Each of the award recipients has done just this and moved into a brave new space where diversity and inclusion is bringing benefit to everyone involved."

The Center for Global Inclusion Distinguished Vanguard Recognition Award, September 27, 2017

Barbara Deane received the Distinguished Vanguard Recognition Award at the Global Diversity and Inclusion Benchmark launch event in Seattle on September 27. The award was presented by Julie O'Mara, from The Center for Global Inclusion, who had this to say in recognition of Barbara:

"Barbara Deane truly embodies the essence of a Vanguard in being in the forefront of developing ideas, inspiring others and having an innate ability to drive and make things happen. Her work as a Diversity & Inclusion professional over several decades reflects her internal commitment to making the world a better place through education, information, bringing people together and action for positive change.

She is co-founder and vice-president of The GilDeane Group, a Hispanic and woman-owned firm in Seattle, Washington. It provides consulting, training and publishing services on diversity, inclusion and intercultural effectiveness. She co-founded [DiversityCentral](#) which is an on-line resource. She is co-founder of the Northwest Diversity Learning Series, a collaborative venture on the part of progressive companies and organizations to build a high-quality diversity education resource in the Greater Seattle Area. Barbara has made her mark globally as a thought leader.

In addition to her already full-time workload, Barbara is a member of the board and coordinator of The Diversity Collegium, a think tank of internal and external diversity professionals. She is an active Expert Panelist for the GDIB. She is engaged as a board member of a Mexican folkloric dance group in the Seattle area. And she is always there to support many in the field.

Her energy--a bit like the infamous "energizer bunny" -- seems boundless. It is because she knows what is important and what needs to be done to build a better today and tomorrow. It is with great pleasure that we present Barbara with The Centre for Global Inclusion's Vanguard Award. Barbara, thank you for all you do--know that you and your work are valued and respected by those around you."



Effenus is co-founder of the [Institute for Sustainable Diversity and Inclusion](#) and president and CEO of [HenderWorks, Inc.](#) with over 40 years of experience in a variety of human resources roles and responsibilities. He is an internationally recognized diversity thought leader and has been invited by numerous companies and organizations to share his expertise.

He is a member of the United States Technical Committee 260 (human resource standards) for the International Organization for Standardization (ISO) and convener for the development of global diversity and inclusion standards. His background includes development of diversity and inclusion change agendas, formation and oversight of employee resource groups, and training and skill building workshops.

He is a graduate of North Carolina Central University and the Stanford University Executive Program.

Effenus is married to Helen Skinner Henderson and is the father of three sons – Kevin, Justin and Marcus.



**Effenus
Henderson**

ISDI Team



Barbara Deane



Barbara is co-founder of the [Institute for Sustainable Diversity Inclusion](#). She also co-founded the NW Diversity Learning Series 19 years ago, which ISDI now presents. Barbara serves as vice-president of [The GilDeane Group, Inc.](#), a Hispanic and woman-owned firm that launched one of the first international publications on workforce diversity, Cultural Diversity at Work (1988), now an online archive for D&I change agents, on [DiversityCentral.com](#). Barbara is the associate editor of the research-based book, Diversity at Work: The Practice of Inclusion (Jossey-Bass/Wiley, 2014).

She is a member of the Diversity Collegium, a think tank for diversity professionals, and an expert panelist for the Global Diversity and Inclusion Benchmarks: Standards for Organizations Around the World.

She holds a master's degree from the University of Washington and a bachelor's degree, cum laude, from The Ohio State University.

Barbara is married to Dr. Carlos Gil, professor emeritus, University of Washington; they share six children, 10 grandchildren, and 3 great-grandchildren.



Joey McGuinness

Joey graduated from the University of Missouri-Kansas City with a degree in Political Science in 2015 where she won multiple national awards as a member of the college debate team. She utilizes her debate experience frequently when approaching topics of diversity and inclusion. Relying on the frame that every perspective is tied to a reason, discovering what some of those reasons are a key to understanding people's views of diversity and inclusion. Joey is currently the Outreach and Marketing Manager for the organization and would love to hear from you if you are interested in becoming a Sponsor or Subscriber of the Series.

After work, you will most likely find Joey, a Seattle native, climbing in the gym or outside, hiking in the Cascades or listening to a political Podcast.

Julie has been involved with the NWDLS for many years, first while working at Weyerhaeuser, a series sponsor organization. After leaving Weyerhaeuser she became a regular session volunteer and then, two years ago, was delighted at the opportunity to work for Barbara and Effenus to support the mission and vision of ISDI. She wears many hats as the Series and Project Manager for the organization and couldn't be more pleased in doing so. Want to register for an upcoming NWDLS session? Julie is the person to contact!

When not at work, Julie enjoys a variety of activities that range from hiking, running and playing softball to creating natural birdhouses and gardening. She is married to Diane, also an outdoor enthusiast, and together they are always planning their next big adventure!



Julie Reimer

Contact Us

Joining the NW Diversity Learning Series offers a range of benefits to your organization, to your employees and to you personally as an individual. Each session offers a unique focus and topic presented by presenters with diverse perspectives and experiences. They come from both the local community and from throughout the United States. The format serves to provide limitless opportunities for continuous growth and learning for all that attend.

Companies and organizations that support at the Sponsor level are identified with their company logo on the ISDI/NWDLS website and on all session materials. Sponsors are also recognized at all sessions visually and verbally. To learn more about becoming a Sponsor or an Organizational or Individual Subscriber to the NWDLS please contact us and we will be happy to discuss the options with you.

www.i4sdi.org

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Read and download an on-line version of this report **TODAY** from the ISDI website at <http://www.i4sdi.org/>